

Benfold unveils new mess decks

Heather Paynter

FISC San Diego Public Affairs

The crew members of USS *Benfold* (DDG 65), homeported in San Diego, welcomed the unveiling of new mess decks Oct. 14. Construction began during the second week of September with planning and preparations occurring during the months leading up to the remodeling phase.

Not your typical ship's mess, "Eddie's," named in honor of the ship's namesake Hospitalman 3rd Class Edward Benfold, features three plasma screen televisions including one 60-inch screen, California-themed artwork and a popcorn machine. With seating for approximately 80 Sailors, the reconstructed area was greeted with positive reactions from the crew of 368 men and women.

Torpedoman's Mate 3rd Class Glen Durham said the bright colors and the artwork make it seem like a homier atmosphere and give Sailors a place to unwind and socialize, especially while under way. "It lifts ship's morale and gives us a great place to relax," he said.

"It was a lot of work, but worth it," said Culinary Specialist 1st Class (AW/SW) Santiago Cornejo, who decided on much of the design and artwork. He and several food service attendants, completed some touch-up painting and assisted with the moving and labor involved in standing up the new space.



Photo by Heather Paynter

LTJG Matthew Swenson gives the popcorn a try at the mess decks' grand opening Oct. 14.

The blue color scheme was replaced with bright red chairs and tabletops. Taking the place of hanging wires and open spaces are wood-

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Top performers sought for President's Mess

Fleet's best culinary specialists needed at 1600 Pennsylvania Avenue

Ron Flanders

FISC San Diego Public Affairs

The U.S. military performs a variety of services for its Commander in Chief. These roles are steeped in history and are performed by each branch's top servicemen and women.

The Air Force and Air Force One provide the President's air transportation. The Marine Corps provides Marine One for helicopter travel and the President's own Drum and Bugle Corps. And for decades, the Navy has provided the President with a variety of personal services, including his meals.

Forty-nine Navy culinary specialists work in the White House, providing the nation's leader with everything from meals at the Presidential Mess to valet services. And the White House Presidential Food Service division is always looking for the fleet's best to join them.

Recently, members of the White House Presidential Mess traveled to San Diego and Naval Air Station Lemoore to look for the elite members of the CS fraternity.

"We're looking for the best of the

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XO's Quarters

This month, our training department will brief you on a program. I am very excited about—the FISC San Diego Mentoring Program. The program provides guidance to civilian employees interested in career transition (to another job series) and those hard-charging workers who wish to advance in their own career field. A civilian mentoring program will allow FISCSD and the Navy to “grow” leaders and allow some of our senior people to pass the torch of corporate knowledge to the next generation of managers.

The FISCSD Civilian Mentoring Program has been in existence since 1998 and program revisions have been made along the way. Most recently we’ve made some changes, which will make the program less structured than it has been in the past. Mentors will be designated in various communities to be available for providing career guidance to employees.

On the military side of the house, the Navy trains designated career counselors to give career planning and

guidance to their shipmates. In addition, FISCSD has a military mentoring program where Sailors in the lower pay grades receive a mentor the day they check into our command. These programs are enormously successful and demonstrate the Navy’s commitment to “taking care of our own.” Our civilian employees deserve the same type of guidance and career assistance. The FISCSD leadership team believes strongly that the Mentoring Program can achieve similar results.

For example, the COMFISCS executive director, Mr. Elliott Fields, got his start in civil service working in a warehouse as an inventory management specialist. Today he is a member of the Senior Executive Service and, along with RDML Kowba, oversees the entire COMFISCS organization. Mr. Fields worked tremendously hard to become the success he is, but he would be the first to tell you that at least part of his ascent up the career ladder was due to the mentoring and guidance he received along the way. All of us have received mentoring in some fashion in our careers. How formal the relationship



may be or the length of the relationship changes for all of us.

The question is, “Is a mentoring relationship beneficial to my career and future?” If you said yes, please contact training and get involved today.

Can today’s FISCSD employee go from the mailroom to the boardroom? We think so and RDML Kowba and I are counting on you to help make it happen. You may be asked to be a mentor in your career field. I strongly urge you to accept the challenge and donate your time to this worthwhile and rewarding effort.

The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

Commander

RDML William A. Kowba

Executive Officer

CAPT Harry W. Davis

Technical Director

Mike Stames

Public Affairs Officer

Nannette Davis

Deputy Public Affairs Officer

Ronald S. Flanders

Public Affairs Specialist/Editor

Heather Paynter

Public Affairs Specialist/

Photographer

Kim Longstaff

The *Network*’s editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432. To submit articles, send e-mail to: heather.paynter@navy.mil. Visit our Web site at www.sd.fisc.navy.mil.

NAVSUP announces 2004 holiday season mailing dates

NAVSUP Public Affairs

The Naval Supply Systems Command’s Postal Policy Division, in cooperation with the U.S. Postal Service and military postal officials from all of the services, notes it is not too early to mail your 2004 Christmas cards, letters and packages to and from military addresses overseas. In fact, everyone is encouraged to beat the last minute rush and bring holiday mail and packages to the nearest U.S. Post Office, Army/Air Force Post Office, or Navy/Marine Corps Fleet Post Office by the recommended dates listed below.

For military mail addressed to APO and FPO addresses, the mailing dates are: parcel post – Nov. 13, space available – Nov. 27, parcel airlift – Dec. 4, priority mail, first class cards and letters – mailing date is Dec. 11 to all

locations, except for locations starting with ZIP 093. For all locations starting with ZIP 093 the mailing date is Dec. 6.

Express Mail – Dec. 20 to locations where express mail service is available. Check with your local post office to determine which APO/FPO addresses can receive express mail. Note: This service is not available to ships.

For military mail from APO and FPO addresses, the mailing dates are: space available – Nov. 20, parcel airlift – Dec. 4, priority mail, first class cards and letters – Dec. 11.

Express mail – Dec. 18 from APO/FPO addresses where express mail can be accepted. Check with your local military post office to determine if they can accept express mail.

Note: This service is not available from ships.

Best of the best sought for White House positions

White House

continued from front page

best of the Navy,” said LT Jon Oringdulph, the director of Presidential Food Service. “We need the people we place in charge of taking care of the Commander in Chief to have unprecedented attention to detail. We need guys and gals who are willing to work extremely hard, have a great attitude and maintain a very low profile.”

Culinary specialists at the White House work in a variety of tasks. The logistics department purchases all of the food and brings it onto the White House grounds. The main mess facility provides between 250-325 gourmet meals a day for the President and his staff, including breakfast, lunch and carryout meals in the evening. (The President dines with the first family in the private quarters. His civilian chef prepares these meals). In addition, two senior enlisted culinary specialists are standing by at all times for the President to provide valet services and ensure all travel needs are met.

These CSs travel on Air Force One, to Camp David, and the private residence. The workweek for CSs in the White House is usually Monday to Saturday and the hours are long. “We are looking for people with a lot of heart, people who don’t have the words ‘I can’t’ in their vocabularies,” said Oringdulph. According to Master Chief Culinary Specialist (SS) Glen Maes, the deputy director and command master chief of the Presidential Food Service division, there is a need for top culinary specialists in the E-6 and E-5 paygrades (“hot-running” E-4s are also encouraged to apply).

In order to be considered for White House duty, Sailors must have the following: a letter of recommendation from your commanding officer, must be able to obtain a top-secret clearance with Single Scope Background

Investigation, a complete medical screening and copies of your last five personnel evaluations.

Due to the sensitive nature of these positions, an intensive security background check is conducted on each applicant selected for the position. These background checks take between nine to 18 months on average, so if you are inside of two years away from your projected rotation date, now is a good time to apply.

CSCM Maes also added that the presidential mess is working to raise the standard of service in the fleet. “It’s a win-win situation. It gives us the opportunity to have the best of the best out there. We train these guys up in leadership and mentorship, give them the best professional knowledge, and then send them back to the fleet. That will help spread knowledge in the fleet and help with the uplifting of the ship’s crew,” said Maes.

While in San Diego, the Presidential Food Service team interviewed area candidates at the Navy Food Management Team San Diego offices as well as aboard USS *Ronald Reagan* (CVN 76). Maes says that the Presidential Food Service team will be making a similar visit to the Puget Sound area in November.

For information on program eligibility/requirements, contact the White House Presidential Food Service team at (202) 757-1285 or via e-mail at games@whmo.mil.



Photo by Ron Flanders

CS2(SW) Li Ruo of USS *Bonhomme Richard* (LHD 6) interviews with members of the White House Presidential Food Service team.

DFSP Point Loma prepares for major facelift

Stephen L. Frey

Fuel Director, DFSP Point Loma

After more than 100 years of continuous service, the Fleet and Industrial Supply Center San Diego’s Navy Fuel Depot is still forging ahead as it contemplates a \$112 million military construction facelift.

Known today as Defense Fuel Supply Point Point Loma the facility currently occupies 200 acres of land on Naval Base Point Loma, utilizes 50 bulk storage tanks and operates 30 miles of carbon steel piping, more than 3,000 valves, a 954-foot fuel pier and a full-service petroleum laboratory. Of the 50 tanks, 22 are underground, 13 are cut and cover concrete tanks while the remaining nine are welded steel.

There are 28 above-ground steel

See **Point Loma** page 12

DoD stresses troop support mail policy

Special release from the U.S. Department of Defense

The Department of Defense announced the continued suspension of the “Any Service member” mail program Nov. 2. Accordingly, the general public is urged not to send unsolicited mail, care packages or donations to service members during the holiday season.

During this time of the year, the number of donation programs increases and causes mail from families and friends to be mixed with mail from unknown sources, resulting in delivery delays.

DoD continues to emphasize that names and addresses of military service members must not be distributed by the media, Web sites, companies, non-profit organizations, schools and individuals for the purpose of collecting letters of support or donations for mailing to service members.

Service members should receive mail only from those friends and family members to whom they personally give their address. Military addresses should not be passed around by family members for use by donation programs. Unknown mailers could then obtain those addresses and mail harmful items to service members.

For these reasons, DoD continues to indefinitely suspend general donation programs from unknown mailers. Americans who don’t have loved ones deployed overseas can still show support during the holidays by other means. A list of these programs is available at www.defendamerica.mil.

To guarantee mail arrives in time for end-of-year holidays, family members are encouraged to view the mailing guidelines at www.usps.com/cpim/ftp/bulletin/2004/pb22138.pdf.

DFSP Point Loma ‘spill-free’ for fiscal year 2004

FISC San Diego Fuel Depot

The exemplary environmental protection record of Defense Fuel Supply Point, Point Loma continued in fiscal year 2004 as it recorded zero fuel spills into the San Diego Bay for the entire year. Though DFSP conducted 1,879 fueling evolutions from its pier at Naval Base Point Loma and dispensed more than 370 million gallons of petroleum products, not one drop of fuel fell into San Diego Bay.



Photo by Eric Schmidt

The SS Cape Farewell (T-AK 5073) is docked at the Point Loma fuel pier where not one drop of fuel escaped into the San Diego Bay for fiscal year 2004.

The Fleet and Industrial Supply Center San Diego manages the DFSP facility, whose mission is to provide petroleum, oil and lubricant products to the fleet operating in San Diego. Additionally, DFSP Point Loma supplies POL product support to Homeland Security, National Oceanographic and Atmospheric Administration, and authorized foreign ships and vessels visiting from homeports outside of San Diego.

“We are absolutely committed to protecting San Diego Bay, the harbor and the beaches from environmental contamination,” said CAPT Harry Davis, FISC San Diego’s executive officer. “The “zero spill” year is a great reflection of the unequaled effort of our employees to protecting the fragile environment we operate in.”

Despite the environmental milestone, DFSP Point Loma remains vigilant about fueling Navy ships and other customers while keeping fuel out of precious San Diego Bay. “Not only did we have a perfect year in fiscal year 2004, but we are modernizing our facility,” said Steve Frey, DFSP’s fuel director. According to Frey, the fueling pier at Point Loma, which is more than 70 years old, will receive a \$112 million facelift in fiscal year 2007.

Frey added that DFSP’s “zero-spill” achievement was a product of its coordination with Commander, Navy Region Southwest’s environmental division, as well as extensive training for its employees in hazardous waste operations and spill prevention.



Photo by Heather Paynter

SK2(SW) Arealya Evans checks a list of priority parts.

Evans named FISCSD JSOQ

Heather Paynter

FISC San Diego Public Affairs

Tucked in a quiet office, in close proximity to the fleet customers she serves every day, Storekeeper 2nd Class

(SW) Arealya Evans is an expeditor at the Southwest Regional Maintenance Command. Sitting at her desk with a stack of paperwork and highlighters to mark the most important items, this newest Fleet and Industrial Supply Center San Diego Junior Sailor of the Quarter is busy but organized.

“Never let anyone tell you can’t do anything,” she said. “If they do, prove them wrong.” Proving herself is something she has done time and again during her five years in the Navy, and her selection as JSOQ was a pleasant surprise, being as she did not even know she had been nominated.

“It makes me feel good that people notice the hard work that we are doing every day,” said Evans who has been with FISCSD since December 2003.

As an expeditor, Evans’ duties include attending the daily production meetings for ships and ensuring requested parts are on order, ordering essential parts and keeping track of a hot sheet that details the parts on priority status. She is also the credit card holder for her department and handles a wide variety of customer service situations every day. Her collateral duty is equal

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Karen Gadbois named NAVSUP CIO

Jeffery G. Orner

NAVSUP executive director

On Oct. 19, RADM Daniel H. Stone, Commander, Naval Supply Systems Command, announced Karen Gadbois’ promotion to the Senior Executive Service and her selection as NAVSUP command information officer. Gadbois replaces Ruth Sanders who retired earlier this year.

“We are pleased to have Ms. Gadbois moving into the command information officer position,” said Stone. “This is a critical leadership position at NAVSUP. Leveraging information technology investments to achieve affordable readiness is critical to our future, and Karen Gadbois is well prepared to meet that challenge.”

As CIO, Gadbois will ensure that information technology is effectively and efficiently used to accomplish NAVSUP’s vital mission of providing affordable combat power through logistics. She will also work with her counterparts across the Department of the Navy to achieve a single DON information management strategy and to ensure effective governance of information technology investments and operations.

She recently served in the Navy eBusiness Operations Office, Mechanicsburg, Pa., as the acting deputy

commander and previously as director of the Pilot Funding and Project Management Group.

Gadbois has been with the federal government for 14 years. During her career she had tenures as a financial systems analyst with the Office of the Secretary of Defense, comptroller; the Senate Armed Services Committee staff as a financial analyst; and the Navy Budget Office as a program manager, all in Washington, D.C. She was a senior financial analyst and director of the Cash Management Division of the Naval Supply Systems Command headquarters where she was responsible for the pricing and cash solvency for a \$6 billion annual budget.

A native of Massachusetts, she graduated from Elms College, Chicopee, Mass., with a bachelor’s degree in finance and economics, spending a year studying at the London School of Economics. She holds a master’s degree in strategic studies from the U.S. Army War College, Carlisle, Pa., and has been a member of the Defense Leadership and Management Program since 1999. Gadbois is a recipient of the Meritorious Civilian Service Award and was named Naval Supply Systems Command Executive of the Year in 2002.

“I’m pleased to welcome Ms. Gadbois to the SES ranks and the position of command information officer. She has a proven track record of accomplishment and innovation and is the kind of leader the Navy needs at this critical time.”

Benfold mess decks: 'It was a lot of work but worth it.'

Benfold

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paneled walls with artwork featuring surfboards and ocean waves. The smell of fresh popcorn wafts through the mess and spills into the passageways, as does the smell of the grand opening lunch - pizza and chicken - luring Sailors in for a first look.

Supply Officer LT Kris Doran said the area needed some work. Some of the chairs and tables were broken, there were no pictures and the overall atmosphere on the mess decks of the 8-year-old destroyer needed a makeover. "If only you could have seen it before...it wasn't walled up, it was a little run down - it needed a big revitalization," he said. "We are very happy with the end result."

Craig Burgess, the official liaison from *Benfold's* hometown of Audubon, N.J., brought well wishes from several citizens of Audubon including members

Many Sailors said it gives ship's morale a boost and goes a long way in providing a nice home-away-from-home during underway periods.



Photos by Heather Paynter

GSE3(SW) Rudy Lopez and GSM2(SW) Alfonzo Hernandez enjoy pizza and chicken on new chairs and tabletops.

of the Benfold family. Burgess has been an integral part of the *Benfold* and her crew since he attended the commissioning ceremony in March 1996. "It is amazing to be here for this event. I have been here for several events throughout the years and every time, it has been an incredible experience," he said.

Benfold's commanding officer, CDR Donald Hornbeck, praised those responsible for the mess deck's transformation and emphasized the importance of a nice home away from home. "I am proud of all the hard work that has gone into transforming the mess decks into a truly remarkable place for Sailors to eat, relax and socialize," he said. "Our Sailors deserve the very best that we can give them."

Bravo Zulu from RADM Christopher Weaver

Bravo Zulu to the Naval Supply Systems Command team for the magnificent response and ongoing support provided in the aftermath of Hurricane Ivan. The speed and breadth of logistical support to the recovery effort by the NAVSUP team was outstanding. Upon arrival of Commander, Navy Installations the day after the hurricane, they were immediately greeted by CDR Arthur Cotton, executive officer of Fleet and Industrial Supply Center, Jacksonville, Fla. At his disposal was the considerable logistics might of the entire NAVSUP enterprise and he led and orchestrated that team to exceed all expectations. A myriad urgent requirements as diverse as assisting with filling key staff positions on my team to purchasing utility power poles and renting generators for the hospital were satisfied in record time.

Throughout the initial phases of recovery, the NAVSUP team pulled off miracles every day in getting key supplies and services to sustain both the recovery team itself and expedite critical repairs throughout the Gulf Coast region. These efforts were particularly critical to the restoration of basic services to the bases and resumption of vital naval aviation technical training within an impressive 10 days of the hurricane.

Today the NAVSUP team continues to provide this world-class support as we transition to a more deliberate recovery process. While the crisis of providing fuel, generators and Meals, Ready-to-Eat to thousands may have passed, their sense of urgency continues on. Thanks to the outstanding contributions of the NAVSUP team, our naval forces will remain at peak readiness and the Gulf Coast region is well on its way to a remarkable recovery.

Core strength essential for athletic performance

SK2 Lorenzo Hill

FISC San Diego - SWRMC

Core strength is vital to the sports I am involved in, bobsled in particular. When pushing and pulling a 400-pound plus bobsled, my core strength is vital to keeping me on the ice. I can't afford to have a weak core because, if I do, not only do I suffer but so do my teammates.

Many people think that doing sit-ups and crunches are the way to a stronger midsection. It is just much more than that. Core strength has a lot to do with running, sports, correct posture—basically anything that you do, your core is involved.

Core stabilization

Here are some exercises to do, and can be done anywhere, to strengthen the core. Muscles strengthened are all primary muscles attached to the pelvis.

Technique: Lie face down on a mat. Support your weight with your feet and forearms. Tuck your pelvis so that your hips are pressed forward to the floor and your body is straight. Hold this position.

Still holding this position, lift your left arm and hold it above your head.

SK2 Lorenzo Hill



Photo by Ron Flanders

Return the left arm to the support position and do the same thing with the other arm. Repeat the same movement with your left

and right foot. Now here comes the fun part. Lift your right arm and left leg at the same time. You should be supporting your body with your left arm and right leg. Return to the resting position and repeat with the other limbs.

Make sure you continue to breathe during the exercise, use a controlled motion and remember to keep your pelvis tucked under and not to let your lower back arch or curl. Also, hold these positions for a minimum of five seconds to start off, and work your way up to 30 seconds to a minute. It may not seem like much right now, but you will definitely feel the difference and the burn. *(Hill is currently in Lake Placid, N.Y., participating in bobsled competition.)*

Process for public release of information

Public Affairs is responsible for the review of all material intended for external public release including technical papers, reports, presentations, speeches, news releases and articles, videos, etc. These materials must be cleared for public release through the Fleet and Industrial Supply Center San Diego security and policy review process. This also includes any material for presentation at symposia and conferences at hotels and conference centers, or for posting on the World Wide Web.

Materials for review should be submitted to the FISC San Diego Public Affairs Office (Code 00PA,

building 1, 3rd floor). When possible, materials or Web page links may also be e-mailed to kim.longstaff@navy.mil. Allow 10 days prior to the required release date for completion of the SPR process.

Submit a cover memo with all materials which states the following: Name, e-mail address and phone number of person requesting material clearance, purpose for which the material is to be used, the public audience to which the material will be released or presented and date when the material will be released/presented.

Confirmation by the department head that the material is deemed to be

Holiday guidance on celebrating with contractors and supervisors

DoD Standards of Conduct Office, Office of General Counsel

(modified by Barbara Amster, FISCSD Counsel)

Holiday time is approaching, and many DoD offices hold parties and receptions involving food, drink and gifts. Including contractor employees, who are not federal personnel, adds new considerations.

Gifts from contractors - The general rule is that federal personnel may not accept gifts from contractors or contractor personnel unless the gift does not exceed \$20 and the total amount of gifts that the personnel accepts from that contractor does not exceed \$50 for the year. Never solicit gifts or anything of value.

Federal personnel may accept gifts from a contractor employee that are based on a personal relationship when gifts are paid for by the contractor. If you are directly involved with a contract award, notify your ethics counselor and

See Ethics page 13

unclassified in nature and that it will be presented in an unclassified forum. Confirmation by the department head that the material does not contain information found in the Military Critical Technologies List.

Public Affairs will review the material and coordinate with the FISCSD security office for security/foreign disclosure review, as appropriate. Upon completion of the review, the requester will be notified via e-mail that the material has been cleared for release.

The Public Affairs point of contact for the FISCSD SPR process is Kim Longstaff at 619-532-3673, or at the e-mail address above.

COMFISCS News Briefs

Distance Support receives AFEI Honorable Mention Award... Navy Distance Support received an honorable mention award from the Association for Enterprise Integration for applying enterprise integration tools in novel and effective ways. DS leverages state-of-the-art information technology, linking ships at sea with technical centers ashore in real time. As the Navy implements programs such as Sea Swap, the use of DS becomes critical to maintaining mission readiness of forward-deployed ships, allowing the ships to remain on-station for extended periods of time. Available through the Navy Integrated Call Center and the Anchor Desk Web page (www.anchordesk.navy.mil), DS was established in 1999 as a collaborative agreement among Naval Sea Systems Command, Naval Supply Systems Command, Space and Naval Warfare Systems Command and fleet commanders to provide a 24/7/365 help desk to assist the deployed Sailor needing technical aid or locating hard-to-find logistics and maintenance information. At the height of Operation Iraqi Freedom, 51 percent of requests for technical assistance received by the Pacific Fleet Technical Support Command were resolved using DS, reducing Sailors' workloads and allowing them to focus on their primary mission. In addition to ship maintenance and logistics information, DS also provides "quality of life support" through Tele-Medicine and Chaplain Care for Sailors and their families, by providing daily devotionals, emergency spiritual support and assistance from medical specialists.

FISC Pearl Harbor conducts largest loadout since Vietnam War... Working around the clock in 12-hour shifts, personnel from FISC PH teamed up with Naval Reserve cargo handlers, Matson Navigation employees, and the U.S. Army to conduct the largest deployment loadout for the Hawaii Army National Guard since the Vietnam War.

Vehicles and equipment – nearly 800 pieces altogether—were loaded on to the SS Great Land, chartered by Matson Navigation Company. Other vehicles were driven to Honolulu Harbor and commercially loaded on to the Matson vessels Manulani and Matsonia. This was FISC PH's sixth loadout over the past year in support of *Operation Iraqi Freedom* and *Operation Enduring Freedom*.

(Photo by Jim Murray)



FISC Pearl Harbor assumes responsibility for PWC supply operations... FISC PH recently assumed responsibility for all supply and procurement functions being performed by the Material department at Public Works Center Pearl Harbor.

The transfer will better align supply processes and, ultimately, produce cost savings for the Navy. CAPT Richard Roth, PWC commanding officer and CAPT Bob Bronson, FISC PH commanding officer signed a Memorandum of Agreement which stipulated that the transfer of work would involve only functions and not the personnel who had been performing them. Pearl Harbor and Yokosuka were the first FISCs to assume the supply operations of their area PWCs. FISCs Jacksonville, Norfolk and San Diego are expected to follow suit. (Photo by Jim Murray)





Did the pilgrims watch football?

Umm. Thanksgiving. It's the start of the holiday season and the time of year when folks tune into the time honored traditions of our forefathers – watching football and parades with giant balloons. Thanks to the Pilgrims, we get a four-day weekend and great eats courtesy of a breed of turkey called "Butterball."

But, I have to admit most guys get to sit around eating cheese puffs and watching the game while the ladies prepare the grand meal! So I thought I would do this column just for you. This is a little story about how hard it is to get all the cooking and serving done on this holiday. So enjoy the start of the season and ladies, this one is for you...

'Twas the Night Before Thanksgiving'

'Twas the night before Thanksgiving and here at the house, there was thawing and cooking for my family and spouse. I've been here for hours, the "meal" my quest, dinner by noon, surely you jest! Tomorrow will come and the clan I will feed, a turkey with trimmings - who started this deed? My ankles are swollen and there's a cramp in my thigh, and the dog just knocked over the fresh pumpkin pie.

(Note from Max: "It's always the dog!")

Who's at the door, is it more of the brood? Aunt Katie is here – is Jell-O a food? The bird's in the oven, the stuffing is done, and me, I'm all covered with butter and crumbs. I've had all I can stand, I can't stand no more, My mind has gone numb, what is all this for? I sigh and I wobble, my balance unsteady, I yell from the kitchen, "Is that *\$*# eggnog ready? My spouse enters in



Photo by Ron Flanders

RADM Daniel Stone, commander, Naval Supply Systems Command and chief of the Supply Corps and LT Scott Bodman greet Max at the Fleet and Industrial Supply Center San Diego Fuel Depot Oct. 22.

and asks with regret, "What's takin' so long? Are you still at it yet?"

For just a brief moment I look at the knife; if I plead insanity, they won't give me life! He flees just in time and my sense I regain, I've said it before, this whole deal is a pain! But just what was I doing, and what is that smell?

Oh, &#\$, it's the bird – or it WAS – hard to tell. All are entitled to at least one mistake, when your eyes are all blurry, BROIL looks just like BAKE. How much more can go wrong? What lies ahead? If you're looking for me, I'll be under the bed. Now, don't get me wrong, I'm all for this day; But it's hard to be happy when your harried and frayed.

So, some learn soon and some learn latter, Come this time next year,

I'll have the whole dang thing catered! Happy Turkey Day to all and to all a good bite!

Max Alert! We will be running a contest open to all employees. Send me a short story (200 words or less) about your best Christmas ever. The winner and the first runner up will be announced at the FISC San Diego Holiday Luncheon on Dec. 16. Oh yeah, there will be prizes awarded as well. So get out your pencils and send it to me as described below.

Max Signin' Out

Editor's Note: If you have a question or would like to participate in the story contest, please log on to the My NAVSUP Web site at <https://knowledge.navsup.navy.mil>, select COMFISCS under the NAVSUP Enterprise drop-down menu, select FISC San Diego under the COMFISCS pull-down menu and click on the Employees Questions/Comments" link. Complete the form and fill in the message box with "Dear Max" then hit "Submit."



CFC winding down

The Combined Federal Campaign is a service that gives the opportunity to support human health and welfare charitable agencies that are fighting mental illness, emotional anguish, cancer, starvation, human despair, heart disease, environmental destruction, civil rights and a host of other challenges. When a key worker asks for participation in the 2004 CFC before the closing date of Nov. 19, consider payroll deduction. A small amount from each paycheck adds up to a big difference.

*Margie Hontucan
CFC activity coordinator*

Security: Wear your badge

Veronica Baylon

Security Director, FISC San Diego

In accordance with OPNAVINST 5530.14 and NAVSUPINST 5530.1D identification badges must be worn at all times. Identification badges are used to control physical access to an installation, facility or area for security purposes and to alert other personnel in the area to the presence of unauthorized persons.

There is a growing concern that Fleet and Industrial Supply Center San Diego personnel are walking around with no identification badge. One problem is that with the Combined Access Card identification now required for computers, personnel leave them in and walk around with an empty pouch or even leave their workplace without it.

Leaving your identification badge could result in denied access to an installation, facility or work areas in buildings 1 and 116 that have an access control system. Also, remember that personnel designated as critical essential have the CE sticker on the CAC. FPCON Delta could go into effect at any time and you will be denied access if you are not in custody of your CAC with a CE sticker.

A personal vulnerability to consider is the growing problem of identity theft. Your badge with a few other pieces of personal information could give a thief the needed tools to steal your identity. There is also credible intelligence reports that state Department of Defense badges and vehicle decals are of value to persons who the government considers a potential threat.

Identification badges have strict accountability and are the property of the U.S. Government, however, you have a personal responsibility to protect and not lose your identification badge. Badges should be visible, above the waist with the photograph facing out. Do not deface badges by sticking pins or other items through them because they contain an embedded chip or magnetic strip that can be damaged when items are inserted. Please report lost or stolen badges immediately.

It is recommended that employees print out the below attachment and post it in a conspicuous place. If working at the Navy Broadway Complex, consider wearing the 'Broadway Access Badge' also so you are never without an identification badge while in the building.

A personal vulnerability to consider is the growing problem of identity theft.



Occupation: Purchasing agent at Seal Beach.

Birthplace: San Francisco.

I graduated from: LB Polytechnic High and University of Phoenix.

I joined civil service: I was a starving student needing a job and was told civil service jobs were secure.

Hobbies: Watching my 14-year-old compete in track and field. Long jump gets so intense.

Favorite singer/group: Prince and the Winans (CeCe, Mario).

Pet peeve: When you're asked a question and the answer is given and that person goes to the next person and gets the same answer.

Nobody knows I am: Six feet in disguise, javelin coach with youth track and field and a community activist.

My secret to success: Motivation, learning from others and asking questions.

I'd give anything to have met: Rosa Parks.

I've never been able to: Give up chocolate.

If I could change something: Place sixth and ninth graders back into elementary and middle school, not middle and high school. They're too young.

The last good book I've read: "Paradise" by Toni Morrison.

The one thing I like best about myself: Ability to be me.

I am most proud of: My family.

Favorite motto: Nothing changes if nothing changes!

Check out the quarterly FISC Flash coming soon.



Assistant secretary discusses new civilian personnel system

JO1 Teresa J. Frith

Navy Personnel Command
communications

Assistant Secretary of the Navy for Manpower and Reserve Affairs William A. Navas Jr. and Deputy Assistant Secretary of the Navy for Civilian Human Resources Patricia Adams discussed the new National Security Personnel System with Navy civilian employees and their supervisors in Millington, Tenn., at a town hall meeting held in September.

Congress authorized NSPS as part of the fiscal year 2004 National Defense Authorization Act, allowing the Defense Department authority to develop new civilian human resources, labor-management relations and employee appeals systems. Considered the most significant change since the Civil Service Reform Act of 1978, it is expected to offer flexibilities never before afforded to the civil service system.

"We want to address any concerns that people have about the new system," said Navas. "We need everyone's input in order to help decide the direction we will go as decisions are made to develop this new system. This is part of a brand new concept," said Navas. "It is part of the plan to help better manage our 'total force' of employees, including the active force, the Reservists and civilian employees."

NSPS will not affect Title 5 areas, such as merit principles, rules against prohibited personnel practices, benefits, allowances and travel, subsistence expenses, training, leave and work schedules, other personnel systems under law, anti-discrimination laws, current Lab Demos (until FY '08) and veteran's preference.

"This is a huge organizational change," said Adams. "NSPS is a more flexible system, and should be easier to

understand and better for everyone. For example, in the current system it takes about 85 to 90 days to hire a new employee. We hope to shorten that."

Adams added that NSPS is a performance-based system, vice the current seniority-based system. For example, an employee in the current GS system is restricted in how many pay grades they can advance at a time or how they can apply for certain level jobs.

Under NSPS, there would be no such restrictions and a person could apply for a job if they had the right qualifications. It will bring about changes in other areas, including pay banding, pay for performance, staffing, labor relations, Reduction in Force and employee appeals.

The first step in full implementation is slated to begin July 2005 with Spiral One. Spiral One will not be a test; it will actually be the beginning of NSPS and will include 50,000-60,000 civilian

employees from organizations all over the world. They will be from organizations that have volunteered and then been nominated for this first step. Navy Personnel Command has volunteered to be considered for Spiral One.

In order to be chosen for the initial phase, a command must have an adaptive workforce climate, have demonstrated acceptance of readiness for a change, and should have established methods to measure effectiveness of mission accomplishment, and have a strategic or business plan tied to Human Resources practices.

Spiral Two will follow in January 2006 by adding more employees, with full implementation of NSPS scheduled for July 2007/2008. Over the next few months, programs are expected to be put into place to educate both the military and civilian workforces on NSPS.

Move 'em out



Photo by Ron Flanders

Leo Alcantara, Code 400C6 employee at FISCSD's NAS North Island site, moves new helicopter tires into storage. The building 661 warehouse stores approximately \$500 million in inventory and supports USS Nimitz (CVN 68), USS John C. Stennis (CVN 74), USS Ronald Reagan (CVN 76), all local aircraft squadrons and numerous other commands and customers.

Construction will usher Point Loma site into the 21st century

Point Loma

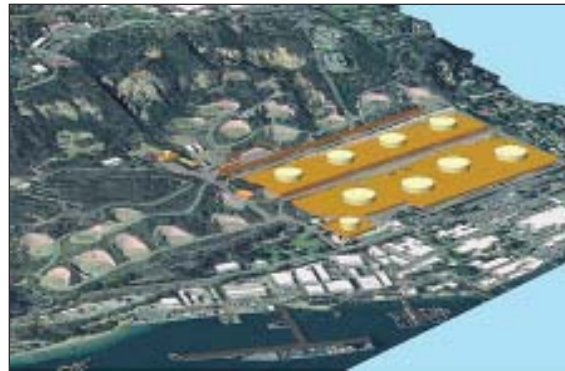
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tanks, 15 are riveted steel constructed and the balance is welded steel tanks.

All of this is about to change. A military construction project, has been approved for fiscal year 2007 to replace all the bulk tanks, pumping stations, fuel oil recovery plant and truck fill racks. The preliminary design reduces the overall footprint to 19 above-ground, welded steel constructed, bulk storage tanks spread over an area more than 50 acres in size. The preliminary design, superimposed over the existing tank alignment clearly shows the advantages of the new plan. The primary truck loading rack is 50 years old, the lube oil tanks are 40 years old, the fuel oil recovery plant is 30 years old and the pier shack/control center building and the pump house are more than 60 years old.

The MILCON will usher DFSP Point Loma into the 21st century providing it with a renewed life expectancy of an additional 50-plus years, multi-product storage capability, operational simplicity, reduced environmental liability and increased employee safety. Other MILCON advantages incorporated in the facility's layout are reduced environmental risk, best management practices, reduced operating costs and the smallest footprint possible.

While the storage capacity remains basically the same, the number of tanks, valves and linear feet of piping are



DFSP Point Loma in the year 2010

greatly reduced, which will decrease overall maintenance for the life of the facility while promoting increased efficiencies because of the smaller operational footprint.

As DFSP Point Loma moves into the new millennium and its second century of operations, it will do so with a new, up-to-date infrastructure. The multimillion dollar MILCON investment will ensure that DFSP Point Loma can continue to maintain its strategic importance to the fleet, protect the fragile ecological balance inherent to operating a bulk fuel oil storage facility while complying with robust environmental considerations. It will also allow the FISC San Diego management team to transition into the 21st century while maintaining a bustling, productive fuel supply point at the original La Playa Coaling Station site.

Volunteer opportunities

Clip-n-save Box Tops for Education - These box tops can be found on cereal boxes, snacks, and many other items. General Mills, for example, gives 10 cents for every coupon to a local school of choice. Please guard mail these tops to FISC-500S (previously Code 100V), ATTN: SKC Mooth.

Book Shelving (putting books away in the RMS library) - Two to three volunteers are needed, two or three times a week, during school hours when the librarian is there.

Scholastic Fundraiser Book Fair - November 29-Dec. 3. Volunteers are needed all day to supervise and assist students in their purchases. If you are interested in volunteering contact SKC Mooth at 619-556-2166 or by e-mail to karen.mooth@navy.mil; SH1 Uribe at 619-556-5731 or madeleine.uribe@navy.mil; or SK1 Visaya at (619) 556-1905 or wilbert.visaya@navy.mil.

TSP Open Season

FEDWeek

The Thrift Savings Plan began one of its twice-yearly open seasons, an opportunity for eligible employees not currently investing in the program to begin investments and one for those currently participating to change their levels of investment.

During the open season, which runs through the end of December 2004, FERS system investors may raise their biweekly contributions to as much as 15 percent of salary and those under CSRS may raise theirs to up to 10 percent, with both subject to an annual dollar cap, which itself is rising in 2005, to \$14,000. The percentage of salary limits are set to end a year from now, although the annual dollar caps will remain.

Celebrate National American Indian Heritage month in November

Holiday parties may introduce ethical issues in the workplace

Ethics

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recuse yourself, if possible, from official conduct involving that contractor.

Federal personnel may attend a contractor's open-house or reception, and accept any gift of refreshments if it is a widely-attended gathering and the employee's supervisor determines that it is in the agency's interest that the employee attends. Any such invitation must be carefully examined and the government must make a determination that the reception/open house is a "widely-attended gathering."

Federal personnel may accept invitations (even from contractors) that are open to the public, all government employees or all military personnel and may accept invitations offered to a group or class that is not related to government employment.

Gifts between federal personnel -

Supervisors may not accept gifts from subordinates or federal personnel who receive less pay unless during holidays, which occur on an occasional basis, supervisors are given a gift of \$10 or less from a subordinate. Never solicit gifts. Supervisors may accept food and refreshments shared in the office. If invited by a subordinate to a social event at the subordinate's residence, supervisors may accept hospitality of the type and value customarily given on such an occasion.

If a subordinate is invited to a social event at the supervisor's residence, the subordinate may give the supervisor a hospitality gift of the type and value customarily given on such an occasion.

Please note, there are no legal restrictions on gifts given to peers or subordinates, however, common sense should apply.

Rules applicable to contractor employees - Many contractors have rules of ethics or business practices, which are similar to the federal rules. Take these rules into consideration

before offering contractor employees gifts or opportunities they may not be able to accept.

Office Party (non-duty time)—

While not prohibited, be wary of "appearance of a conflict of interest" and avoid office parties which include contractor employees when their contractor employer is seeking a follow-on contract or is otherwise in competition for additional government contract work. Otherwise, contractor employees may attend and may bring food or otherwise contribute a fair, nominal share toward the food.

Contributions must be voluntary and soliciting must be done with care to ensure there is no pressure. A contracting officer or contracting officer representative should never solicit. Also, ensure this is non-duty time for the contractor employees as well.

Office Party (duty time)—This is discouraged at FISC San Diego. The government does not "employ" contractors. Accordingly, only the contractor employee supervisors can permit contractor employees to attend and cannot charge the government for the time. Official Morale Welfare/Recreation-sponsored events are subsidized and contractor employees cannot attend at the subsidized rate charged to government employees. The government usually may not reimburse a contractor for its employees morale and welfare expenses. The contractor has to decide whether to let its employees attend and forego payment for their time or insist that they continue to work. If contractor employees are allowed to attend, the contractor must also decide whether it would pay its employees for that time, even though it would not be reimbursed by the government. The contractor does not have to pay its employees for that time. Consult the contracting officer and ethics counselor before inviting contractor employees to a function during duty hours.

Gift to Supervisor—Your office wants to give the office supervisor a gift. However, you can not solicit other employees for contributions to a group gift. Group gifts are permitted only for special, infrequent events such as retirements. As for contractor employees, you can't ask them to contribute anything, as it is considered soliciting a gift from a prohibited source. Even if contractor employees volunteer to contribute cash, it may not be accepted because the \$20 exception does not apply to cash.

Exchange of Gifts—Your office, including the contractor employees, wants to exchange gifts at the party. If gifts are chosen at random or traded, there are no monetary limits because the purchaser of the gift does not know who will eventually receive it. Gift exchanges in which employees purchase gifts for other employees whose names they drew at random are more troublesome. Where contractor personnel are involved, a \$20 limit eliminates any concerns. Where an employee may buy a gift for a superior, the \$10 limit is prudent. Some organizations consider such a gift exchange to be exchanges of items of equivalent value, and that everyone participating is paying market value for the items, so no one is receiving a gift. As such, the suggested monetary limits above are not applicable.

Private Parties (federal personnel)

— One of your government co-workers is having a party at his house and has invited office personnel, including the contractor employees. A gift of food and refreshments to a contractor employee does not violate government ethics rules. The contractor employees may want to check with their employer's rules before accepting since many contractors have similar ethics rules. If the contractor employee brings a hospitality gift, it may not exceed \$20. If

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Happenings around FISC San Diego

Welcome aboard to these FISC faces



Irene Solis is a financial program analyst in Code 0532. Her hometown is Chula Vista and her hobbies include reading, bargain hunting, dining out, traveling and completing home projects including gardening and interior decorating.



Bruce Brinn, Code 435, is the new director of Personal Property Shipping Office. His hometown is Brockton, Mass.

New member of the FISC family

SK2 Mari Cragun gave birth to a baby girl Oct. 12 at Naval Medical Center, Balboa. Mother and daughter are doing fine.

Lyle E. Coleman, Code 500N13, has requested annual leave donations under the Voluntary Leave Transfer Program due to a medical situation.

Civilian length of service

Helen E. Niemi for 25 years
Janice M. Charles for 25 years
Patricia E. Frady for 30 years
Nancy J. Wilson for 25 years

Retirement

Helen E. Niemi after 25 years of service
Janice M. Charles after 25 years
Dan V. Norris after 39 years
Mary Ellen Tejada after 43 years
Christina L. Ramos after 30 years
Reynaldo S. Ramirez after 44 years
James T. Allen after 33 years
Catherine S. Baross after 34 years
Roscoe H. Bigby after 38 years
Joyce M. Burgess after 24 years
Gail Y. Cook after 27 years
Harry R. Coombs after 45 years
Avelino Decastro after 44 years
Virgilio M. Esguerra after 39 years
Warlito P. Falucho after 43 years
Valentin D. Flores after 43 years
Patricia E. Frady after 30 years
Vicente M. Francisco after 20 years
John B. Hawthorne after 30 years
Robert L. Henry III after 21 years
Judy L. Hilbig after 32 years
Angel B. Lontoc after 39 years
Sara L. Malec after 23 years
Helen R. Mallory after 35 years
James W. Meade after 41 years
Emilie E. Nantz after 34 years
Dakila C. Ocampo after 22 years

James L. Pearson after 24 years
Agustin D. Perez after 32 years
William B. Perunovich after 37 years
Theodore R. Rabena after 40 years
Leonard S. Ramirez after 37 years
Jesus L. Recepcion after 39 years
Billy D. Robertson Jr. after 25 years
Robert J. Smith after 25 years
Paul H. Stuhler after 39 years
Calvin C. Sullivan Jr. after 30 years
Mark W. Thorpe after 27 years
Nancy J. Wilson after 25 years
Jose R. Mata after 36 years
Frank K. Merritt after 36 years

Letter of Appreciation

To Lynn F. Alexander for exemplary customer service in support of USS Boxer (LHD 4) and the Amphibious Ready Group.

Corporate Management Development Program

David D. Oakerson, John D. Jenkins, Paul N. Stewart and Russell L. McCollough have successfully completed all the developmental requirements of the Corporate Management Development Program Level I.

Congratulations to CDR Timothy O'Brien for his selection by the Supply Corps Commander Sea Board.

Evans
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opportunity representative and she volunteers with Meals on Wheels as well as with the students at Roosevelt Middle School.

Prior to working at SWRMC, Evans was stationed aboard the USS Pearl Harbor (LSD 52) and worked in deck department before becoming a storekeeper. "I love the business aspect of the job," she said.

Time in the Navy has resulted in a wide range of learning experiences as well as career and educational opportunities, including her ability to pursue a bachelor's degree in health administration. She ultimately would like to pursue a career as a nurse or pharmacist in the Navy's Medical Corps or as a civilian.

"In the Navy, there are so many great opportunities and the chance to make lasting friendships with all types of different people," she said. "It gives you a chance to learn from everybody."

"I am so thankful to work with such a conscientious individual," said Evans' supervisor SKC Karen Mooth. "As an expeditor, she is invaluable. She is a positive model for others to follow." (The FISCSD SSOQ will be featured in December's Network.)

Congratulations



Russell "Mac" McCollough, Code 520, Advanced Traceability and Control Division successfully completed all the developmental requirements of the Corporate Management Development Program Level I.

Ethics

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such a gift is edible, even if it exceeds \$20, the host may accept it on behalf of all the guests and share it with them.

Private parties (contractor employee)—If a contractor employee is having a party and invites government personnel, normally government personnel must decline since the food, drink and entertainment is a gift from a prohibited source. Several exceptions may permit attendance, however. Under the \$20 rule, if the average cost per guest does not exceed \$20, government personnel may accept. However, if the cost per guest is \$40, the "I won't eat more than \$20 worth of food" defense will not work. Also, government personnel may accept if the invitation is based on a bona fide personal relationship with the contractor employee. Finally, if the party qualifies as a widely-attended gathering (involving a large number of persons representing a diversity of views) and

the employee's supervisor determines that it is in the agency's interest for the employee to attend, the employee may enjoy the food, drink and entertainment.

Government personnel who desire to take a gift to show their appreciation for the hospitality should consult with the contractor employee to determine if he or she may accept such a gift in accordance with the contractor's rules of ethics.

Private parties (contractor-sponsored)—If the contractor is sponsoring an employee's party or open-house and you are invited by the contractor (or an employee of the contractor), you may not attend unless one of the exceptions above apply. Please remember that this guidance only highlights common questions, and does not cover every situation. If you are unsure, contact your ethics counselor, Barbara Amster, at (619) 532-2197.

Have a wonderful holiday season.

For the most up-to-date and comprehensive information on the National Security Personnel System, go to the NSPS Web site at <http://www.cpms.osd.mil/nsps/>.

FISC San Diego training calendar for November/December 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to <https://knowledge.navsup.navy.mil>, select COMFISCS under the NAVSUP Enterprise drop-down menu, select FISC San Diego under the COMFISCS pull-down menu. Classes are held at the Navy Broadway Complex.

Teaching the Elephant to Dance

Class has been rescheduled to Nov. 18, 8 a.m. - 4 p.m. Bldg. 1, 3rd floor, Eagle Room. Must be a manager, team leader or supervisor to attend this class.

Santa's Leadership Workshop

Dec. 7, 8 a.m. - 4 p.m., Bldg. 1, 3rd floor, Eagle Room

Focus: Achieving Your Highest Priorities

Dec. 9, 8 a.m. - 4 p.m., Bldg. 1, 3rd floor, Nautical Room.

Defense Logistics Agency (DLA) Customer Assistance Logistics

Dec. 14 - 15, 8 a.m. - 4 p.m., Bldg. 1, 3rd floor, Synergy Center.

Schedule 'use or lose' leave now to avoid forfeiture

Employees are reminded that "use or lose" annual leave must be scheduled on or before Nov. 30 in order to avoid forfeiture.

For most employees, the maximum amount of annual leave that can be carried forward into a new leave year is 240 hours. With very few exceptions, federal regulations require forfeiture of annual leave in excess of 240 hours after the last day of the current leave year, which is Jan. 7.

Check the "use or lose" block on your current Leave and Earnings Statement. If the block shows any amount of leave, you should submit a Request for Leave or Approved Absence for the amount shown as soon as possible but no later than Nov. 30.

If you fail to request leave by Nov. 30 and fail to use your annual leave prior to Jan. 7, you will not be entitled to have any lost leave restored.

Fleet & Industrial Supply Center San Diego Annual Holiday Luncheon

12:00 - 2:00, December 16, 2004

Marriott Mission Valley

8757 Rio San Diego Drive
(619) 692-3800



- Luncheon Buffet -

Bountiful Salad Bar

Tossed greens, tomatoes, jicama, cucumbers, sprouts, radishes,
green onions & red peppers served with Ranch & Italian dressings

Antipasto Platter

Assorted marinated Italian Meats, Cheeses and Vegetables
served with Assorted Breads and Crackers

Tomatoes with Eggplant, Feta and Basil

Cranberry and Fruit Salad

Rolls and Butter

Carved Roast Turkey

Salmon Florentine

Whole side of salmon with spinach wrapped in a puffed pastry
and served with a lemon thyme sauce

Yukon Mashed Potatoes and Gravy

Homestyle Apple Sage Dressing

Fresh Seasonal Vegetables

Assorted Desserts

Coffee, Tea, Decaffeinated Coffee and Iced Tea

